



On Deck

A Publication of the U.S Coast Guard Office of Civil Rights, Washington DC 20593 ☎202-372-4500 Fax 202-372-4967, www.uscg.mil/hq/g-cr

February 2007

U.S. COAST GUARD

Volume 2 Number 2

NUMBERS

Top Ten Most Influential Civil Rights Court Decisions*

Dred Scott v. Sandford (1857)
Civil Rights Cases (1883)
Plessy v. Ferguson (1896)
Powell v. Alabama (1932)
Shelley v. Kraemer (1948)
Brown v. Board of Education of Topeka (1954)
Heart of Atlanta Motel, Inc. v. United States (1964)
Loving v. Virginia (1967)
Regents of the University of California v. Bakke (1978))
Grutter v. Bollinger (2003)

*Source: <http://www.infoplease.com/spot/bhmsupremecourt.html>

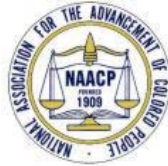
PRE-EMPLOYMENT ADVICE

Illegal Question to Civilian Job Applicant: How tall are you? How much do you weigh? (Questions about height and weight are not acceptable unless minimum standards are essential for safe job performance.) **Legal Request:** Are you able to lift a 50 pound weight and carry it 100 yards, as this is part of the job?

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Best Practices, Photos to share?
Send to Civil Rights on Deck, 2100 Second St, SW Suite 2400, Washington DC 20593, ☎202-372-4500 Fax 202-372-4967 or by e-mail, deborah.i.gant@uscg.mil



98TH ANNUAL NAACP CONVENTION

The Coast Guard is the lead service for the NAACP Armed Service and Veterans Affairs Military Awards Banquet, which will be a feature of its convention at the Cobo Center in Detroit, 07-12 July 2007. Each military service will recognize one active duty and one civilian member for contributions to equal opportunity. The Office of Civil Rights is working with the Office of Diversity to plan and execute the myriad duties that this undertaking requires. The event will offer opportunities for the Coast Guard to meet its civil rights missions, and also showcase its many recent achievements to the 8,000 expected convention attendees. For information, contact YNC Penny Collins, Project Officer, (202) 372-4515.

WHAT IS 'REASONABLE ACCOMMODATION?'

Section 501 of the Rehabilitation Act of 1973, requires federal agencies to take proactive steps to provide equal opportunity to qualified individuals who have disabilities. Reasonable accommodations are changes or modifications to a job or work environment to make it possible for an employee with a disability to perform its essential functions. Managers and supervisors are required to provide accommodations to qualified Federal employees and applicants, such as: sign language interpreting, hardware alternatives (example: screen readers and screen enlargers), personal amplification and voice recognition systems, etc. For a comprehensive list, or more information, contact the Equal Employment Opportunity Commission, 1-800-669-4000 or info@ask.eeoc.gov.

IN COAST GUARD HISTORY

FIRST AFRICAN AMERICAN FLAG OFFICER:

Rear Admiral Erroll Brown, a St. Petersburg, FL native, graduated from Coast Guard Academy with a marine engineering degree in 1972. Upon being promoted to Rear Admiral in July 1998, he became the first Black Coast Guard flag level officer. Admiral Brown said the Coast Guard gave him the chance to prove himself and advance on his merits. "I love the fact that I am accepted for Erroll Brown," he once said. "I cherish that about the service and the people I have an opportunity to work with." In 2005, Admiral Brown retired after 33 years of service. Recently, he returned to lead a 120-day climate optimization review study of his alma mater, the Coast Guard Academy.

New Shipmate on Deck to Coordinate USCG Event!

YNC Penny Collins reported for active duty in January 2007, assigned to the Office of Civil Rights. As the 2007 NAACP Convention Program Coordinator, CPO Collins is managing the Coast Guard's hosting of the Armed Services and Veteran's Affairs Awards Dinner in Detroit, 11 July at the NAACP Convention.



USCG BALTIMORE AREA COMMAND'S ANNUAL TRIBUTE TO DR. MARTIN LUTHER KING, JR., JANUARY 10, 2007



The Baltimore Area Coast Guard Commands joined forces to honor the legacy of Dr. Martin Luther King, Jr., 10 January, Columbus Recreation Center, Curtis Bay. Left photo: Guest Speaker Terri Dickerson/USCG Civil Rights Director, flanked by Commanding Officers (left to right) CAPT Paul Roden/ELC, CAPT Brian Kelly/Sector Baltimore, and CAPT Stephen Duca/CG Yard. Also: LT Brian Jacobson, Chaplain, who gave the invocation and benediction. In addition to a video in which each Commanding Officer related the relevance of Dr. King's example to his command, the program included spoken word artist Keith McBrown (not pictured), and musical selections by Curtis Bay Elementary School students who participate in the Commands' Partnership in Education (PIE) program (right photo).

USCG HEADQUARTERS HONORS DR. MARTIN LUTHER KING, JR.

MLK Event Dias Members: LT Samuel Johnson, COMDT (CG-37); RADM Clifford I. Pearson, Assistant Commandant for Human Resources; CDR Timothy Ciampaglio, COMDT (CG-823); CWO3 Jerry Brown, COMDT (CG-1221); CDR Dennis Young, Chaplain, Coast Guard Headquarters; and Mr. Jerry Jones, Headquarters Civil Rights Director. ▼



▲ **Keynote Speaker:** Mr. Claiborne (Clay) Douglass Houghton, Jr., Former Acting Deputy Assistant Secretary of Defense for Equal Opportunity.



BLACK HISTORY MONTH Learn, Celebrate, Inspire

The effort toward civil rights brought millions of Americans basic human rights, profoundly and forever altering history and the nation. Yet, universal acceptance is still elusive in some parts of society. The Office of Civil Rights encourages personnel to avail themselves of the many offerings during Black History Month to learn about African American scientists, scholars, businesspeople, service men and women, architects, heroes and others who contributed mightily to the United States and the world. Allow their examples to guide us as we work toward Equal Opportunity for all. Black History Month resources and information are available at

www.DEOMI.ORG.

Students at USCG-Sponsored School Need Supplies

Everybody Wins! is a unique literacy and mentoring initiative under the USCG Partnership in Education (PIE) program. PIE connects USCG personnel with public school students for tutoring, mentoring, and meeting other needs. One of USCG's partners, Anthony Bowen Elementary School in Washington DC, needs supplies, for *Everybody Wins!*, specifically: paper (copy, construction and writing); hole punchers; pencils; pencil sharpeners; crayons; colorful markers; popular, fun and entertaining hardcover books; and activity books. **Can you help?** Personnel may send or drop off donations in new or nearly new condition to Francine Blyther, USCG HQ, 2100 2nd St. SW, Rm. 2400, Washington, DC 20593. **Questions?** Contact LT Frank Nolan, *Everybody Wins!* Coordinator, (202) 372-3800.